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CFETP 14NX  
Parts I and II  
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# **AFSC 14NX INTELLIGENCE OFFICER**



## **CAREER FIELD EDUCATION AND TRAINING PLAN**

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INTELLIGENCE OFFICER SPECIALTY  
AFSC 14NX**

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## Part I

### Preface

1. This Career Field Education and Training Plan (CFETP) is a comprehensive education and training document that identifies life-cycle education and training requirements, training support resources, and minimum requirements for the intelligence officer specialty. The CFETP will provide a clear career path to success and will instill rigor in all aspects of career field training.

2. The CFETP consists of two parts; both parts of the plan are used by officers, supervisors, and commanders to plan, manage, and control training within the career field.

2.1. Part I provides information necessary for overall management of the specialty. Section A explains how to use the plan; Section B identifies career field progression information, duties and responsibilities, training strategies, and career field path; Section C associates each level with specialty qualifications (knowledge, education, and training); and Section D addresses resource constraints.

2.2. Part II shows options available to meet an officer's education and training needs. Section A identifies basic skills requirements used to develop the Course Training Standard (CTS), technical references to support training, Air Education and Training Command (AETC) conducted training, and corresponding course requirements. Section B identifies a training course index supervisors can use to determine resources available to support training. Included here are both mandatory and optional courses. Section C identifies available support materials. Section D identifies MAJCOM unique training requirements supervisors can use to determine additional training required for the associated qualification needs.

3. Using guidance provided in this CFETP will ensure individuals in the intelligence officer specialty receive effective and efficient training at the appropriate points in their career. This plan will enable those in the intelligence career field to train today's intelligence officers for tomorrow's growing demands. At unit level, supervisors and trainers will use Part II to identify, plan, and conduct training commensurate with the overall goals for this plan.

## **ABBREVIATIONS AND TERMS EXPLAINED.**

**Bridge Course.** A formal course which provides individuals who are qualified in one or more positions of their Air Force Specialty (AFS) with additional skills and knowledge in another area of expertise within the career field.

**Career Field Education and Training Plan (CFETP).** A comprehensive core training document that identifies life-cycle education and training requirements, training support resources, and minimum core task requirements for a specialty.

**Continuation Training.** Follow-on or additional advanced training exceeding the minimum upgrade training requirements with emphasis on present or future duty assignments.

**Core Tasks.** Tasks an intelligence officer career field manager identifies as minimum qualification requirements within an Air Force Specialty, regardless of duty position. Core tasks may be specified for a particular skill level or in general across the Air Force specialty. Intelligence officer core tasks are all provided in the Intelligence Officer Course (X3OBR14N1-00X)

**Course Training Standard (CTS).** A training standard that identifies the training individuals will receive in a specific course.

**Advanced Distributed Learning (ADL).** Any means of training where the student and instructor are not collocated.

**Initial Skills Training.** A formal school course that results in an initial skill level award.

**On-the-Job Training (OJT).** Hands-on, over-the-shoulder training, conducted to certify personnel in both upgrade (skill level award) and job qualification (duty position certification) training.

**Qualification Training (QT).** Actual hands-on task performance training designed to qualify an individual in a specific duty position. This portion of the dual channel on-the-job training program occurs both during and after the upgrade training process. It is designed to provide the performance skills required to do the job.

**Qualification Training Package (QTP).** An instructional package designed for use at the unit to qualify, or aid qualification, in a duty position or program, or on a piece of equipment. It may be printed, computer-based, or in other audiovisual media.

**Resource Constraints.** Resource deficiencies, such as money, facilities, time, manpower, and equipment that preclude desired training from being delivered.

**Upgrade Training (UGT).** Mandatory training which leads to attainment of a higher level of proficiency.

## ***Section A—General Information***

**1. Purpose.** This CFETP provides the information necessary for Air Force Career Field Managers (AFCFM), MAJCOM functional managers (MFM), training management, supervisors and trainers to plan, develop, manage, and conduct an effective and efficient career field training program. The plan outlines the training that individuals in this Air Force Specialty (AFS) should receive in order to develop and progress throughout their career. For purposes of this plan, training is divided into entry level, upgrade, and continuation training. Initial skills training is the AFS specific training an individual receives upon entry into the Air Force for award of the entry level AFSC (14N1). Normally, this training is conducted by AETC at one of the technical training centers. Upgrade training identifies the mandatory courses, qualification requirements, and educational requirements for award of the qualified (14N3) or staff (14N4) level. Continuation training is additional training provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade.

**2. Uses.** The plan will be used by MFM and supervisors at all levels to ensure comprehensive and cohesive training programs are available for each individual in the specialty.

2.1. AETC training personnel will develop and revise formal resident, non-resident, field and exportable training based upon requirements established by the users and documented in Part II of the CFETP. They will also work with the AFCFM to develop acquisition strategies for obtaining resources needed to provide the identified training.

2.2. MFMs will ensure their training programs complement the CFETP mandatory initial, upgrade, and proficiency requirements. Identified requirements can be satisfied by OJT, resident training, and contract training or exportable courses. MAJCOM-developed training to support this AFSC must be identified for inclusion into the plan.

2.3. Each individual will complete the mandatory training requirements specified in this plan. The list of courses in Part II will be used as a reference to support training.

**3. Coordination and Approval.** The AFCFM is the approval authority. MAJCOM representatives and AETC training personnel will identify and coordinate on the career field training requirements. The AETC training manager for AFS 14NX will initiate an annual review of this document by AETC and MFMs to ensure currency and accuracy. Using the list of courses in Part II, they will eliminate duplicate training.

## ***Section B--Career Progression and Information***

**4. Specialty Description.** Intelligence officers are required to meet and support Air Force needs during peace, contingency, and war. In addition to purely USAF duties, intelligence officers are often tasked to perform joint duties and directly interface with sister services as well as other federal and foreign agencies and coalition forces. Intelligence officers are expected to gain and maintain knowledge and skills in four core competencies: Targeting; Intelligence, Surveillance, and Reconnaissance (ISR) Campaign Planning; Unit/Air Operations Center (AOC) Operations; and Aerospace Intelligence Preparation of the Battlespace/Predictive Battlespace Analysis (AIPB/PBA). Providing a sound background in each of the intelligence core competencies is critical for mission success.

4.1. AIPB/PBA: Provide officers an understanding of the rigorous analytical methodology that defines the battlespace environment, describes the battlespace's effect, evaluates the adversary, and determines potential adversary Courses of Action (COA). Students should gain a fundamental understanding of AIPB/PBA processes as an analytical methodology and its application to the employment of Air, Space and Information Operations Forces.

4.2. Unit/AOC Operations: Provide officers a basic understanding of intelligence roles and responsibilities at unit (flying and ISR) and AOC-level operations and their application. Intelligence Officers should demonstrate an understanding of mission requirements and be able to perform basic unit and AOC intelligence functions.

4.3. Targeting: Provide officers an understanding of the phases of the targeting cycle (Objectives and Guidance; Target Development; Weaponing Assessment; Force Application Planning; Execution Planning; and Combat Assessment), and how they apply to aerospace force employment and the intelligence core competencies. Intelligence Officers should demonstrate a fundamental understanding of all phases of the targeting process and its application in the employment of Air, Space and Information Operations Forces.

4.4. ISR Campaign Planning and Execution: Provide officers an understanding of the full spectrum of ISR capabilities and demonstrate proper application to aerospace force employment and battlespace synchronization. Intelligence officers should demonstrate fundamental understanding of the ISR Campaign planning process and its application in the employment of Air, Space and Information Operations Forces

**5. Specialty Summary (AFMAN 36-2105, Attachment 11).** Performs and manages intelligence functions and activities to support United States and allied forces. Conducts information operations to include analysis of information vulnerability. Included are intelligence operations and applications activities; collecting, exploiting, producing, and disseminating foreign military threat information; geospatial information and services (GI&S) data application; developing intelligence policies and plans; and utilizing human, signals, imagery, measurement and signature intelligence. Provides staff supervision and technical advice. Plans and coordinates use of intelligence resources, programming, and budgeting. Supports aerospace force modernization and acquisition programs. Supports force employment planning, execution, and combat assessment. Advises commanders, government officials, and other users of intelligence information essential to military planning and aerospace operations. Related DoD Occupational Group: 3A. Support.

## **6. Duties and Responsibilities (AFMAN 36-2105, Attachment 11).**

6.1. Performs and manages intelligence, surveillance and reconnaissance (ISR) activities. Programs, plans, and evaluates ISR resources and activities. Establishes priorities. Conducts and manages collection functions. Oversees collection and exploitation activities of all sources of intelligence information. Manages production, processing, and dissemination of products. Develops, validates, and prioritizes targeting and GI&S activities and procedures. Plans and implements mission crew training. Determines organization requirements and tailors intelligence support to aerospace missions. Establishes, recommends, and disseminates information and intelligence collection requirements.

6.2. Supports combat operations. Performs and oversees analysis and fusion of collected intelligence, and produces assessments to meet operational requirements. Analyzes data to advise planners of options to accomplish objectives. Helps develop weaponing methodologies. Evaluates mission accomplishment to determine remaining adversary capability and requirements for retargeting. Coordinates intelligence estimates and analytical activities. Assists in operational employment planning. Recommends weapons allocation and application. Coordinates inputs to intelligence operations plans and orders. Advises commanders on threat systems deployment, employment, tactics and capabilities, and vulnerabilities. Provides intelligence support and assists in planning and execution of information warfare. Exchanges and collects intelligence with other services, agencies, and governments.

6.3. Conducts ISR operations and related activities. Manages and integrates collected intelligence information. Integrates intelligence into information operations. Performs and directs intelligence briefings and debriefings of repatriates, defectors, émigrés, foreign nationals, and United States personnel. Manages collection requirements by validating, prioritizing, and coordinating user requests. Ensures operational needs are met through collection system tasking. Supports weapon system acquisition and force modernization.

6.4. Develops intelligence policies and plans. Evaluates impact of legislative action, executive orders, regulations, directives, and management decisions. Integrates intelligence activities into plans and programs. Develops and implements ISR policies, plans, concepts, systems, and orders, including GI&S and human, signal, imagery, and measurement and signature types of intelligence.

6.5. Manages and coordinates intelligence activities. Reports aspects of ISR functions and responsibilities. Confers with government, business, professional, scientific and acquisition agencies/ activities and other nations' organizations to provide support, exchange ideas, participate in studies, and coordinate on proposals and findings. Manages intelligence responsibilities of the Department of Defense Planning, Programming, and Budgeting System. Coordinates with personnel, planning, programming, and operational functions on allocation of resources, availability of funds, and preparation and implementation of operational and intelligence support plans.

6.6. Directs ISR activities and organizations. Establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as senior intelligence advisor to commanders. Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance.

**7. Skill and Career Progression.** Adequate training and timely progression from the entry to the intermediate or qualified level play an important role in the Air Force's ability to accomplish its mission. It is essential that everyone involved in training do his/her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP will ensure that each individual receives viable training at appropriate points in his/her career.

7.1. Entry (1) Level. AFSC 14N1 is awarded upon completion of the intelligence officer course and assignment to the intelligence career field.

7.2. Intermediate (2) Level. Not used for AFSC 14NX.

7.3. Qualified (3) Level. At this level, the intelligence officer has completed appropriate MAJCOM qualification training, to include OJT, qualification and supplemental training, and has 18 months in an intelligence officer assignment. AFSC 14N3 is awarded at this level.

7.4. Staff (4) Level. The intelligence officer has received appropriate OJT and qualification training, has 18 months in an intelligence officer assignment, and is assigned to a staff position above wing level. AFSC 14N4 is assigned at this level.

**8. Training Decisions.** The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for the intelligence career field. The spectrum includes a strategy for when, where, and how to meet the training requirements. The strategy must be apparent and affordable to reduce duplication of training and eliminate a disjointed approach to training. Intelligence officer commanders and supervisors, adhering to the CFETP requirements, ensure their officers receive the necessary training for timely career progression.

8.1. Initial Skills Training (IST). IST requirements are identified at intelligence Utilization and Training Workshops and taught in the 14N1 Intelligence Officer Course (IOC) by AETC. All personnel entering the Intelligence Officer Career Field must attend the IOC for award of the AFSC 14N1. The IOC provides new personnel with a solid background in AF Intelligence core competencies and gives them the foundation they will need to perform intelligence operations and grow throughout their career.

8.1.1. AFSC 14N1 Waiver Policy: Refer to AFMAN 36-2105 for current AFSC waiver policy.



8.1.2. HQ USAF/XOIIIF-M, as the career field functional manager, is the approval authority for all Active Duty and Air Reserve Component (ARC) applicants requesting waivers for award of the AFSC.

8.1.3. AF/XOIIIF-M is currently working with the MAJCOM functional managers to develop an update to this waiver policy that incorporates the ARC's Modular Intelligence Training Course and additional supplemental training. Once completed this updated policy will cover AD and ARC qualified applicants (based on previous military service, training, education and experience).

8.2. AFSC Upgrade/Qualification Requirements. Upgrade requirements are determined by the Air Force Career Field Manager (AFCFM) and MAJCOM functional managers (MFM).

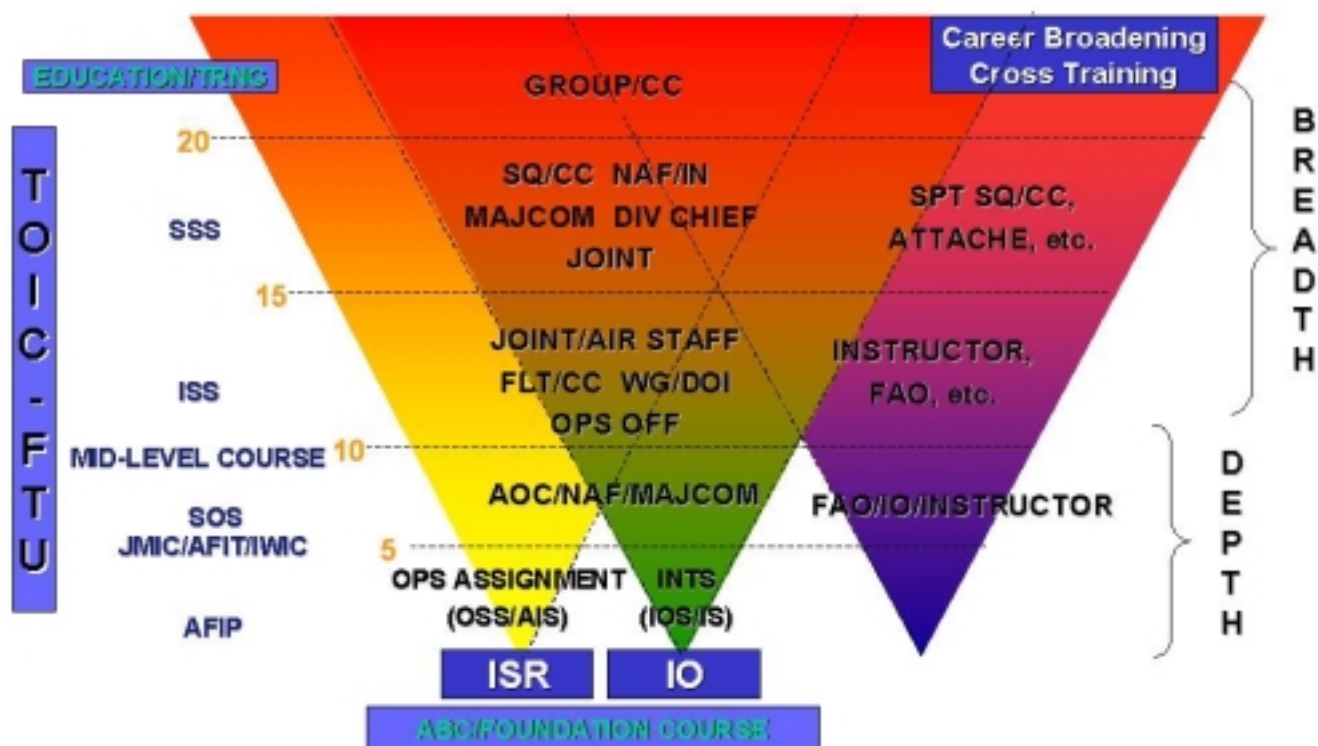
8.2.1. For award of AFSC 14N3, personnel must have attended the in-residence IOC or have been awarded the AFSC via the AFCM waiver process. In addition, a minimum of 18 months of experience in intelligence operations functions is required. During this timeframe, intelligence officers must complete applicable MAJCOM qualification training. This can include OJT, unit orientation/internal training programs, attendance at an Intelligence Formal Training Units (IFTU), formerly known as Top-Off Intelligence Courses (TOICs), and/or other training.

8.3. Qualification Skills Training (QST). Intelligence personnel are required to be able to support a wide array of missions and weapon systems. The 14N1 Course provides officers with the baseline initial skills necessary for them to begin upgrade. QST is a key component in both upgrading officers and ensuring they are mission ready. Currently, QST is done through attendance at an IFTU, AST or other training course, or by completion of an organization's orientation/internal training program. Supervisors are responsible for ensuring each 14N under their tutelage attends the courses applicable to specific assigned duties. Supervisors should work with their MFM to ensure they are making the appropriate training recommendations for their personnel.

8.4. Advanced Skills Training (AST). Continuation/Advanced Skills Training is necessary for intelligence operators to attain proficiency and expertise in various missions areas, weapon systems, and intelligence core competencies. IFTUs, Advanced Intelligence Training, Aerospace Operations, and Joint/Combined Operations training are key components in providing intelligence operators the necessary skills and knowledge to be mission ready for aerospace force employment. Advanced intelligence training such as the Combat Targeting Course (CTC), Air Defense Command and Control Warfare Course (ADC2WC), and Intelligence Weapons Instructor Course (IWIC) is critical in mastering the knowledge and skills necessary for executing intelligence missions supporting aerospace operations across the spectrum of military force employment.

## 9. Intelligence Officer Career Path.

### Officer Career Path



9.1. The Career Path. The Intelligence Officer Career Path Experience Pyramid shows progression through a variety of jobs. This Career Path Experience Pyramid should be used as a planning guide by commanders, supervisors, and individuals in conjunction with other planning tools; to include AFI 36-2110, the AFAS Guide, and Senior Intelligence Officer advice. Early on, officers should develop a solid technical or operational experience base and continually focus on gaining depth and breadth as their careers progress. We must build a force of competent, agile, and aggressive Intel Operators!

9.1.2. Every intelligence assignment that is made and all assignment advice given must be a reflection of this philosophy. Intelligence officers must know and fully understand all of our intelligence capabilities and limitations. They must be able to operate in any environment, perform any intel-related job, and understand all aspects of operations. Initial skills training will center around the following core competencies: Unit Level and AOC Operations; Intelligence Preparation of the Battlespace (IPB) and Predictive Battlespace Analysis; Intelligence, Surveillance, and Reconnaissance (ISR) Campaign Planning and Execution; and Targeting. In order for this to be accomplished, it is imperative to closely link appropriate training in conjunction with the assignments process for overall career development.

9.2. Depth and Breadth. A junior officer should develop depth early in his/her career with appropriate level assignments. Subsequently, the officer will gradually broaden his baseline both within and outside of the intelligence career field through career breadth (e.g., HUMINT, collection management, instructor, etc.) and career broadening (e.g., 16A/F [Attaché and Foreign Area Officer], etc.) tours respectively. To strengthen our impact on Air Force and joint operations, we must avoid stovepiping people within intelligence. Each of us has the responsibility to ensure all Intel Operators understand what is happening outside of our career field. Our

people need to broaden into areas where they will see different dimensions of Information Operations (see AFDD 2-5 for more information).

9.2.1. Intelligence professionals need to think about how to better equip themselves for this new environment, stressing not only the traditional focus of political science degrees (as well as language and regional expertise) but also the scientific and technical degrees, like computer science. Some officers will want to specialize throughout their career, but to the extent they specialize, they narrow their opportunities. Every door an individual goes through opens another set of doors.

9.2.2. Ultimately, an individual's career path will be influenced by his/her personal aspirations and the needs of the Air Force. If an officer wants to be the best imagery analyst in the Air Force, he must understand that choice may limit future job and promotion opportunities. Future Air Force intelligence and IO challenges will require a broad range of experience and a solid basis in how the Air Force plans and executes combat operations. Ideally, officers will gain depth in the first 6-10 years of their career and become more generalists as they mature through field grade ranks. Officers must have a broad ISR knowledge base, a vast array of experience, and a solid understanding of Information Operations.

9.2.3. Assignments should prepare intelligence officers for command and leadership positions within the Air Force, Joint Commands and the Intelligence Community. The keys to success are breadth of experience, depth of knowledge, and high quality performance at every job level. (See Officer Career Path Guide, Paragraph 3.4 for additional details)

### ***Section C--Proficiency Training Requirements***

**10. Purpose.** Proficiency training requirements in this career field are defined in terms of tasks and knowledge requirements. This section outlines the specialty qualification requirements for entry, award, and retention of each AFS level. The specific task and knowledge training requirements are identified in the Course Training Standard (CTS) and Training Course Index at Part II, Section A and B of this CFETP.

## **11. Specialty Qualification**

### **11.1. Entry Level (14N1)**

#### **11.1.1. Specialty Qualification.**

11.1.1.1. Knowledge. Identified in Intelligence Officer Course CTS and in part II, Section A, of this CFETP.

11.1.1.2. Education. An undergraduate academic specialization or degree in physical, earth, computer, social, or information sciences; engineering; mathematics; or foreign area studies is desirable.

11.1.1.3. Training. Completion of the Intelligence Officer Course.

11.1.1.4. Experience. No experience requirement.

11.1.1.5. Other. Entry into the intelligence officer course requires eligibility for access to SCI and Top Secret material.

11.1.2. Implementation. This is a learning stage for officers. All intelligence officers will attend the Intelligence Officer Course prior to their first intelligence assignment on active duty.

### **11.2. Qualified Level Training (14N3)**

### 11.2.1. Specialty Qualification.

11.2.1.1. Training. Intelligence officers will receive OJT and necessary MAJCOM specific training as a 14N1. Qualification Skills Training and Advanced Skills Training courses will be accomplished as appropriate.

11.2.1.2. Experience. For award of AFSC 14N3, a minimum of 18 months of experience in intelligence operations functions is required.

11.2.2. Training Sources and Resources. Training may be obtained via OJT, QST/AST courses, and Advanced Distributed Learning (ADL).

11.2.3. Implementation. AFSC 14N3 is awarded upon certification by the officer's supervisor and endorsement by the officer's commander or staff agency that all requirements have been met.

### 11.3. Staff Level Training (14N4)

#### 11.3.1. Specialty Qualification.

11.3.1.1. Knowledge. In addition to knowledge required for fully qualified officers, staff officers should have knowledge of National, DoD, and Air Force objectives; policies and procedures; and the planning, programming, and budgeting process.

11.3.1.2. Education. Staff officers should have completed the appropriate level of professional military education and be actively pursuing or have completed a graduate degree in a related field of study.

11.4.1.2. Training. There are no formal training requirements for the staff officer

11.4.1.3. Experience. The officer must be a fully qualified intelligence officer (14N3).

11.4.2. Training Sources and Resources. There are no mandatory training requirements. However, staff officers should attend appropriate advanced skills courses, local training courses, and professional seminars and symposiums that enhance their staff skills and expertise in their area of responsibility.

11.4.3. Implementation. This AFSC is awarded upon assignment to staff positions above wing level.

## ***Section D—Resource Constraints***

**12. Purpose.** This section identifies known resource constraints, such as cost and manpower, that preclude optimal and desired training from being developed or conducted. Narrative explanations of each resource constraint and an impact statement describing what effect each constraint has on training are included. Also in this section are actions required, office of primary responsibility, and target completion dates. Resource constraints will be, as a minimum, reviewed and updated annually.

## **13. Training:**

### 13.1. Entry Level Training:

13.1.1. Constraints. The initial skills course capstone exercise conducted by the Air Operations Center (AOC) training lab currently has funding shortfalls in computer information system, system support personnel, and TDY training funds.

#### 13.1.1.1. Impact.

13.1.1.1.1 Intelligence Training Lab. The Intelligence AOC Training Lab exercise is an end-of-course training event that provides merged training for officer and enlisted Air Force Specialty Code (AFSC) awarding courses. This training lab simulates intelligence operational support to Aerospace Operations Center (AOC), Wing Operations Centers (WOC), Security Operations Centers (SOC), and a Joint Intelligence Center (JIC). This Training Lab provides realistic, hands on training for intelligence support to Aerospace Force employment at the tactical and operational level of war.

13.1.1.1.2 Systems personnel. Systems personnel are needed to support the 232 systems in the intelligence officer course. Currently, these personnel are taken out of hide from the instructor cadre. Over the last two years, the number of systems and the network required to support these systems has grown by over 300%. This growth was necessary to meet field requirements and ensure students get hands on training on TBMCS, PCI3, Intelink, and imagery and open source applications. System availability is crucial to provide realistic training for approximately 370 intelligence officers annually.

13.1.1.1.3. TDY funding. Adequate TDY funding is critical for instructors to maintain currency and improve their skills. As their currency diminishes, staff members are less able to provide realistic training and real world processes. Without a recurring assessment of real world operations and supporting systems, graduates will not receive training that gets them mission-ready. Increased on-the-job training at the gaining field site will be necessary to familiarize the member with basic knowledge of operations terminology and procedures.

#### 13.1.1.2. Resources Required.

13.1.1.2.1. Intelligence Training Lab resource requirements: \$376,200. This requirement represents system upgrades needed for officer training only.

13.1.1.2.2. Systems personnel. Two enlisted personnel with experience in intelligence systems.

13.1.1.2.3. TDY funding. \$70,600 for FY 02.

#### 13.1.1.3. Action Required.

13.1.1.3.1. Intelligence Training lab. The requirement needs to be funded via the Air Force Corporate Process at the earliest opportunity to ensure the training lab provides optimum benefit to the growing cadre of intelligence students.

13.1.1.3.2. Systems personnel. The Course Resource Estimate (CRE) for the new intelligence officer course will include the systems personnel requirement. This requirement was not included in the CRE for previous courses since the system requirement was undetermined and previously there were a limited number of systems in the course.

13.1.1.3.3. TDY funding. In FY02, Top-Off Intelligence Course (TOIC) TDY funding from AETC will cease. Since TOIC TDY funding was taken from 315 TRS TDY funding, this resource constraint should be resolved in FY 02.

#### 13.1.2. OPR and Target Completion Date.

13.1.2.1. Intelligence Training Lab. OPR: AETC/DOOW/DORB OCR:17 TRSS/TSN. Completion Date: Fall 2003

13.1.2.2. Systems personnel. OPR: AETC/DOOW/DORB OCR: 315 TRS/DOC. Completion Date: CRE will be complete 30 days after the new CTS is approved. Personnel authorization process will begin following CRE approval.

13.1.2.3. TDY Funding. OPR: AETC/DOOW/DORB OCR: 315 TRS/DOC. Completion Date: Sep 02.

## 13.2. Qualification Skills Training (QST):

### 13.2.1. Intelligence Formal Training Unit (IFTU) [formerly Top-Off Intelligence Courses (TOIC)]

13.2.1.1 Constraints. Funding for IFTUs is a top priority for AF Intelligence. IFTUs provide qualification skills training (QST) for various operational intelligence mission areas. They evolved to fill the gap between initial skills training and mission qualification training to produce mission ready personnel in a minimum amount of time. Due to increased operations tempo of Aerospace Forces and the increasing complexity of intelligence operation IFTUs have been critical for ensuring intelligence personnel are mission ready upon arrival at their operational unit.

13.2.1.2. Impact. Without funding, systems/mission-specific training falls to overtasked squadrons. Intel personnel will be inadequately trained to meet mission requirements for weapons systems/mission areas, translating directly to mission crew support readiness. Because manning levels and experience levels are extremely low; taking away these courses will only exacerbate the existing problem. Units will not perform their wartime/contingency roles as well as they would if the courses continue. With the onset of the AEF concept and without IFTU training, many intel personnel will be tasked to deploy without fully knowing how to do their jobs. Personnel have to arrive to new units mission ready. Loss of this IFTU training may result in operators not getting all the information they need to properly execute a mission. IFTUs currently exist for the following weapon systems/mission areas: F-15C, F-16, A-10, AF Special Operations, Force Modernization, IMINT, and SIGINT. ACC, AMC, AF Space Command, and ANG are currently developing IFTUs for Bomber Operations, Air Mobility Operations, Space Operations, and Rescue Operations respectively.

13.2.1.3. Resources Required. Approximately \$1.5 M per year is needed to sustain existing IFTUs. The approximate cost for supporting additional IFTUs is another \$1.5 M per year. These estimates should cover personnel, systems, and TDY costs.

13.2.1.4 OPR and Target Completion Date. OPR: AETC/DORB/DOY OCR: AF/XOIIIF-M, AETC/DOOW and MAJCOMs. Target Completion Date: Fall 2003

### 13.2.2. AF Intelligence Advance Distributed Learning Initiative

13.2.2.1 Constraints: Funding, manpower, and systems resources. Opstempo, perstempo, and reduced funding coupled with decreased formal school capacity prevent training/certification of critical AEF/AEW and AOC tasks.

13.2.2.2 Impact: Failure to meet Air Force Annual Planning and Programming Guidance (APPG): “augment initial skills training/certification on critical AEF/AEW and AOC tasks; and execute distance training program.” ADL will provide required training (refresher, certification, and supplemental) on intelligence core competencies: IPB/PBA, Unit/AOC Operations, Targeting, and ISR campaign planning. Immediate benefits to operations include shorter learning curve and greater subject matter retention. Intelligence personnel will have access to “just in time training” on demand to get the right training at the right time.

13.2.2.3 Resources Required: Approximately \$6 M per year is required to sustain program.

13.2.2.4 OPR and Target Completion Date: OPR: XOIIIF-M OCR: ACC/INF, AFRC/DOI, AETC/DO, 17TRG

### 13.3. Intelligence Master Skills Course (IMSC)

13.3.1. Constraints. The IMSC is currently being developed to provide mid-career intelligence officers with the broad skills needed to successfully execute diverse intelligence operations. Resources are needed to formalize this course as part of Intelligence Officer training. Two validation courses have been conducted by AF/XOIIIF-D.

13.3.1.1. Impact. At the field grade level the intelligence career field demands broadly skilled officers capable of executing all of the AF Intelligence Core Competencies for all AF missions across the spectrum of conflict. This is a significant requirement that can only be met by providing officers a core competency focused course. This is accomplished in 11 areas of advanced instruction covering: Intelligence in Warfighting; Unit/AOC Operations; Intelligence Preparation of the Battlespace/Predictive Battlespace Awareness; Targeting, Effects Based Operations, and Aerospace Force Employment; Intelligence, Surveillance, and Reconnaissance Campaign Planning; Force Protection; Force Modernization; National Intelligence Support to Warfighting; Information Warfare; Joint Issues; and Senior Leadership Perspectives on Intelligence Operations. The course is intended to be directly responsive and supportive to the needs of the intelligence force.

13.3.1.2. Resources Required. The estimated annual cost for conducting four IMSCs is approximately \$530K. Cost include: systems support, student TDY cost (25 per class), guest speaker TDY cost (10-20 per class), admin/publishing, and contractor support. Three dedicated personnel (1 Officer, 2 enlisted ) will also be required to manage/support course.

13.3.1.3. Action Required. AETC needs to draft a CRE to detail requirements and resources need for the course.

13.3.2. OPR and Target Completion Date. OPR: 315 TRS, AETC/DOOW, AETC/DORB OCR: AF/XOIIIF-M

## Part II

### Section A—Course Training Standard

#### 1. Purpose:

1.1. The students will demonstrate the desired learning outcomes contained in the Intelligence Officer CTS.

1.2. Completion of this Intelligence Officer Course is required for attaining the entry level AFS.

**2. Documentation.** Certification will be accomplished through written tests and progress checks as prescribed in the measurement plan maintained by the 315 TRS. Upon completion of the Intelligence Officer Course, students will receive a certificate of completion and a training report (AF Form 475).

**3. Qualitative Requirements.** Attachment 1 contains the behavioral statements that make up the entry level course.

**4. Qualification Training Requirements.** MAJCOM qualification training, to include OJT, IFTUs and other MAJCOM specific training; 18 months in an intelligence officer assignment; and recommendation by first-line supervisor.

**5. Proficiency Designator Table.** This table provides course requirements and experience requirements necessary for each AFS level.

Proficiency Designator	Title	Course Requirements	Experience Requirements
14N1	Entry Level	Basic course completed or waiver granted by AFCFM	
14N3	Fully Qualified	Basic course completed or waiver granted by AFCFM	18 months in 14N duty position, completion of MAJCOM qualification training and supervisor approval.
14N4	Staff Officer	As required by position	Fully qualified 14N3 and assignment to staff position above wing level

#### 5.1. Special Experience Identifiers (SEI):

5.1.1. SEIs are established to identify special experience and training not otherwise identified within the AFS. SEIs compliment the assignment process, but are not substitutes for AFSCs or other special experience or professional specialty course codes. They are established when identifying experience or training is critical to the job-person assignment match, and no other identification is appropriate or available. SEIs can be used to rapidly identify an already experienced resource to meet unique circumstances, contingency requirements, or management needs. They provide a means to track individuals and identify positions requiring or providing unique experience or training that would otherwise be lost.

5.1.2. Responsibilities. SEIs can be tied to the assignment process as required when specific experience requirements are justified for specific situations. As such, AFCFMs, commanders, supervisors, AFPC assignment managers, and AFPC classification personnel share responsibility for overall management of the SEI program.



5.1.2.1. HQ AFPC/DPPAC in conjunction with AFCFM, assignment managers, and manpower establish, revise and delete SEIs as needed. Additionally, they periodically review established SEIs to determine validity and usefulness (see AFMANs 36-2105).

5.1.2.2. Commanders and supervisors report an individual's qualification for award of SEIs to Personnel Employment according to AFCSM 36-699, Volume 1.

5.1.2.3. Functional managers, with the help of manpower, review authorizations to determine if positions are coded with the appropriate SEI or should be coded with an SEI. They review duty positions to determine if the job will provide the incumbent with the special experience that the SEI denotes. A key element to the success of the SEI program is to identify the appropriate positions and then to ensure the SEI is designated to the individual assigned to the position.

5.1.2.4. HQ AFPC assignment managers use SEIs, when appropriate, in the assignment process. Without a pool of qualified resources, an assignment match will not occur. As such, assignment managers have the authority to award SEIs when it can be determined that an individual has met the SEI experience or qualification criteria. They also have authority to withdraw SEIs when it can be determined that the SEI was erroneously awarded. The sole purpose of this authority is to ensure the reliability of the SEI program in the assignment process.

5.1.2.4.1. Active duty officers (Lt Col and below) may request award or withdrawal of SEIs through their local MPF.

5.1.3. Personnel Employment may award and withdraw SEIs for active duty colonels and colonel selectees according to SEI criteria specified in AFMAN 36-2105.

<b>SEI</b>	<b>TITLE</b>	<b>Course and Experience Requirements</b>
TA	Western Europe	Requires authorization of AFIT or one of the USAF Area Studies Program sponsoring agencies in accordance with Foreign Area Studies Program.
TB	Eastern Europe	
HTC	Former Soviet Union	
TD	North Africa	
TE	Sub-Sahara Africa	
TF	Middle East	
TG	South Asia	
TH	Mediterranean	
TI	Southeast Asia	
TJ	Caribbean	
TK	Latin America	
TL	Far East	
HTT NSA	Cryptological Career Program	Requires completion of JOCCP.
TU	Geospatial	Requires completion of course X50BD14N1 001 (PDS Code PJV), 24 months of experience, and recommendation by commander or designated representative.
TY	Intelligence Resource Management	Requires completion of formal courses or 18 months of direct experience in intelligence aspects of resource management systems or processes (e.g., planning, programming, and budgeting systems, the Consolidated Defense Intelligence Program), to include the management of manpower or personnel actions associated with major intelligence systems.
T5	Imagery Intelligence (IMINT)	Requires a minimum of 24 cumulative months of experience in an imagery production, collection, or analysis position, and commander's recommendation. (For use with AFSCs 14NX.)
HT6	Human Intelligence (HUMINT)	Requires the Debriefing Course or the Military Operations Training course, a minimum 24 cumulative months of experience in a human resources

		intelligence position, and commander's recommendation. (For use with AFSCs 14NX.)
HT7	Collection Management	Requires completion of X50ZD14N4B-000, Intelligence Collection Management Course and a minimum of 18 cumulative months of experience in an intelligence collection management designated position at AOC/JFACC level, or a minimum 24 cumulative months of experience in an intelligence collection management designated position at AOC/JFACC level, and commander's recommendation. (For use with AFSCs 14NX.)
HT8	Signals Intelligence (SIGINT)	Requires a minimum of 24 cumulative months of experience in a cryptologic position, or previous qualification in AFSC 8035, prior to Oct 93, (completion of the SIGINT Officer Training Course and 12 months of experience in a cryptologic position) and commander's recommendation. (For use with AFSCs 14NX.)
T9	Measurement and Signature Intelligence (MASINT)	Requires a minimum of 18 cumulative months of experience in a MASINT position, and commander's recommendation. (For use with AFSCs 14NX.)
T0	Systems Management	Requires a minimum of 24 cumulative months of experience in a systems management position, and commander's recommendation. (For use with AFSCs 14NX.)

**6. Recommendations.** Report unsatisfactory performance of individual course graduates to assist in identification of technical school responsible for the training. Reference specific CTS paragraphs.

### *Section B—Training Course Index*

**7. Purpose.** This section of the CFETP identifies training courses available for the specialty and shows how the courses are used by each MAJCOM in their career field training programs.

### **8. Supplemental/Advanced Intelligence Training:**

8.1. Intelligence Formal Training Units (IFTUs) [formerly known as TOICs]:

COURSE ID	COURSE TITLE
<u>A/OA-10 TOIC</u>	A-10 USAFR Top-Off Intelligence Course
<u>AFS0F3ZIT0</u>	AF Special Operations /Rescue Forces Top-Off Intelligence Course
<u>AIA-IMINT 001</u>	Imagery Intelligence (IMINT) Top-Off Intelligence Course
<u>AIASIGINT 001</u>	Signals Intelligence (SIGINT) Top-Off Intelligence Course
<u>F15C3ZITO</u>	USAF F15C Intelligence Top-Off Course
<u>F163ZIT0</u>	F-16 Top-Off Intelligence Course

8.2. Targeting Training:

COURSE ID	COURSE TITLE
X3OZR14N3B 002	Combat Targeting Course
X4OST14N1B 001	Conventional Weaponneering Course
X5OZN14N3 014	Joint Targeting Staff Course
X5OZN14N3 015	Joint Targeting Applications Course
X5OZN14N3B 001	Introduction to Minefield Planning (J-2A-0011)

8.3 Collection Management Training:

COURSE ID	COURSE TITLE
X5OZD14N3 027	Collection Management for Analysts (CMAC)
X5OZD14N4B 000	Intelligence Collection Management Course (ICMC)
X5OZG14N4 010	Principles of Collection Management (TM-201)

#### 8.4. AOC Training:

COURSE ID	COURSE TITLE
ACC C2WAC	Command and Control Warrior Advanced Course
ACC JAC2C	Joint Aerospace Command and Control Course (JAC2C)
ACC JACAC	Joint Aerospace Computer Applications Course (JACAC)
ACC JSSC	JSSC Joint Aerospace Operations Senior Staff Course

#### 8.5. Force Protection/Counter Terrorism Training

COURSE ID	COURSE TITLE
AMC PR IFP	Phoenix Readiness Intelligence Force Protection Course
ACC AT/FPLV2-MTT	Anti-Terrorism/Force Protection (AT/FP) Level II
AFSOC 147002	Dynamics of International Terrorism (DIT)
AFSOC 163002	Responsible Officer's Course/Force Protection Level II (ROC/FPII)
AFSOC 164002	Commander's Responsibilities and Awareness Course/Force Protection Level III (CRC/LVLIII)
AMC AT LV2	AMC Anti-Terrorism Level II
L5AZA3P071 015	Anti-Terrorism Instructor Qualification Course (5K-F5/012-F30)
L5AZA3P071 016	Intelligence In Combating Terrorism (3C-F14/244-F8)
L5OZA10C0 000	Individual Terrorism Awareness Course (INTAC) (3A-F40/011-F21)
L5OZA31P3 011	Combating Terrorism on Military Installations (7H-F13/830-F17 (CT))
M/CAC	Mobile Counter-terrorism Analysis Course
RES SF-ATFP001	AFRC Antiterrorism/Force Protection (AT/FP) Level
X5OZD14N3 007	Counterterrorism Analysis Course (CAV)
X5OZD14N3 014	Advanced Counterterrorism Analysis Course (ACAC)
X5OZD14N3 017	Counterterrorism Perspectives for Senior Managers (CTPSM)

#### 8.6. Information Operations Training:

COURSE ID	COURSE TITLE
AIA-IOFC	Information Operations Fundamentals Course (IOFC)
AIA-IOIC	Information Operations Integration Course (IOIC)
MCADRE005	Information Warfare Applications Course
MCADRE006	Senior Information Warfare Applications (senior officer)
X5OZD14N3 026	Introduction to Information Warfare (IIW)

#### 8.7. Regional and Special Operations Courses:

COURSE ID	COURSE TITLE
AFSOC 142002	Latin American Orientation Course (LAOC)
AFSOC 143502	Joint Psychological Operations Course (JPOC)
AFSOC 145002	Middle East Orientation Course (MEOC)
AFSOC 146002	Cross-Cultural Communication (CCC)
AFSOC 148002	Crisis Response Senior Seminar (CRSS)
AFSOC 149002	Joint Special Operations Planning Workshop (JSOPW)
AFSOC 152002	Asia-Pacific Orientation Course (APOC)
AFSOC 159002	Russia, Central Europe, and Central Asia Orientation Course (REOC)
ASOC 154002	Joint Special Operations Staff Orientation Course (JSOSOC)
ASOC 155002	Introduction to Special Operations (ISOC) Course
FSOC 151002	Sub-Saharan Africa Orientation Course (SAOC)
FSOC 157002	Civil-Military Strategy for Internal Development Course (CMSID)

#### 8.8. Space Operations Training:

COURSE ID	COURSE TITLE
V3OZP13S3 002	Interservice Space Fundamentals

<b>COURSE ID</b>	<b>COURSE TITLE</b>
V3OZP14N3 000	Interservice Space Intelligence Operations Course
V3OZP14N3 001	Interservice Space Intelligence Operations Course (001)
V3OZP14N4 000	Interservice Space Intelligence Operations Senior Course
V3OZP14N4 001	Interservice Space Intelligence Operations Senior Course (001)

#### 8.9. Other Advanced/Supplemental Intelligence Training:

<b>COURSE ID</b>	<b>COURSE TITLE</b>
<u>AATTC PIC</u>	Practical Intelligence Course
<u>AFIC-001</u>	Combat HUMINT Operations Course (CHOC)
<u>AFIS-004</u>	Field Interrogation Operations Course (FIOC)
<u>AFMIC-IN-1</u>	Introduction to Medical Intelligence
<u>M/CDAC</u>	Mobile Counterdrug Analyst Course
<u>MI&amp;W</u>	Mobile Indications and Warning
<u>RES DOI-MITC-01</u>	AFRC Modular Intelligence Training Course
X3OZR14N3A 009	Air Defense Command and Control Warfare
X5OBD14N1 001	Intelligence (MCGOC) (4M-704)
X5OSK14N3 000	MC&G For The Warrior (3A-101)
X5OZD14N3 003	Intelligence Analyst Course (IAC)
X5OZD14N3 004	Intelligence Indications and Warning Course (I&W)
X5OZD14N3 005	National Intelligence Course (NIC)
X5OZD14N3 008	SCI Control Officers Course (SCI-SSO)
X5OZD14N3 012	SAFE DODIIS Structured Files Training (S/DODIIS)
X5OZD14N3 018	Chemical and Biological Warfare Intelligence (CABWIC)
X5OZD14N3 019	Counterdrug Intelligence Analysis Course (CDIAC)
X5OZD14N3 025	Introduction to RSI/GIS (4M/41-712)
X5OZD14N3 029	Defense Intelligence Production Analysis (DIPAC)
X5OZD14N3 030	Introduction to the Intelligence Community
X5OZD14N4 008	National Senior Intelligence Course (NSIC)
X5OZD14N4 009	Financial Management of Intelligence Training (FMIT)
X5OZD14N4 012	Mapping, Charting, and Geodesy Staff Officer Course
X5OZD14N4 013	Joint CI Staff Officer Source
X5OZN14N3 000	Joint Deployment Intelligence Support Systems (JDISS) Operator Course
X5OZN14N3 0004	Intelligence Task Force Intelligence Manager Course (K-243-5040)
X5OZN14N3 001	Interrogation of POW – Phase 1
X5OZN14N3 002	Interrogation of POW – Phase 2
X5OZN14N3 012	Pacific Theater Intelligence Architecture Course
X5OZN14N3 018	Intelligence Support to PACOM Information Operations Curriculum
X5OZN14N3 019	Pacific Intelligence Analyst Curriculum
X5OZN14N3 020	Intelligence Analyst Online Tools
X6ONU14N3 000	Theater Battle Management Core Systems Basic Intelligence User Course

#### 8.10. Advance Distributed Learning/Distance Learning Courses

<b>COURSE ID</b>	<b>COURSE TITLE</b>
ACC JAC2C	Joint Aerospace Command and Control Course (JAC2C)
RES DOI-MITC-01	AFRC Modular Intelligence Training Course
X6ONU14N3A 001 through 010	Joint Imagery Analysis Course (JIAC)

#### 8.11. Courses Under Development and Revision:

Intel Master Skills Course (IMSC)
Space Operations IFTU (AFSPC)
Air Mobility IFTUs (C-130, C-17, Tanker) (AMC)
Bomber IFTU (ACC)
ISR Battle Management Course (ACC)

8.12. Intelligence Professional Development Programs (see AFI 14-106 and AFCAT 2223)

Post Graduate Intelligence Program (PGIP) (JMIC)
Master of Science in Strategic Intelligence (MSSI) Program (JMIC)
Intelligence Professional Continuing Education Program (IPCEP). (JMIC)
Junior Officer Career Cryptologic Program
Foreign Area Officer Program
DCI Exceptional Intelligence Analyst Program
Quality of Analysis Program
Intelligence Weapons Instructor Course
Air Force Intern Program
Air Force Fellows Program
Olmsted Scholar Program
School of Advanced Airpower Studies
Air Force Institute Of Technology
Executive Leadership Development Program
White House Fellows Program
MIT Draper Fellows Program
Naval Post Graduate School
Foreign Military Studies Office <u>FMSO</u>
Strategic Studies Institute <u>SSI</u>
College of Aerospace Doctrine, Research, and Education <u>CADRE</u>
Center for Strategic Leadership <u>CSL</u>
National Defense University

*Note: Information on additional training, education, and professional development program listings may be found at the following resources:*

- AF Education and Training Catalog, <https://etca.keesler.af.mil>
- C2 Warrior School, <https://c2tic.hurlburt.af.mil/c2ws/index.htm>
- DIA, NSA, NIMA and NRO SIPRNET and JWICS websites

*Section C--Support Material*

**9. Support Material.** There are currently no support material requirements. This area is reserved.

*Section D--MAJCOM Unique Requirements*

**10. MAJCOM Unique Requirements.** There are currently no MAJCOM unique requirements. This area is reserved.

**BY ORDER OF THE SECRETARY OF THE AIR FORCE**

**OFFICIAL**

**GLEN D. SHAFFER, Major General, USAF  
Director of Intelligence, Surveillance and Reconnaissance  
DCS Air and Space Operations**

Attachments

1. 14NX Course Training Standard

## ATTACHMENT 1

DEPARTMENT OF THE AIR FORCE  
17th Training Group (AETC)  
Goodfellow Air force Base, Texas 76908-4213

X3OBR14N1 001  
(PDS Code INT)  
January 2002

### INTELLIGENCE OFFICER COURSE

1. Implementation of training in support of this Course Training Standard (CTS) is effective with the class starting 020619 and graduating 030211.
2. Purpose: This CTS establishes the cognitive and behavioral requirements of this course and provides a basis for the development of more detailed training material, training objectives, and training evaluation instruments.
3. Course Description: The Intelligence Officer Course provides training to selected Air Force personnel, AFSC 14N, in the knowledge and skills needed to perform as Air Force Intelligence Officers. This course replaces the Intelligence Officer Course, X3OBR14N1 000. The scope of training includes instruction in the four core competencies of Air Force intelligence: Analysis and Aerospace Intelligence Preparation of the Battlespace (IPB) (also lays foundation for Unit/AOC ops and Targeting), Intelligence, Surveillance, and Reconnaissance (ISR) Campaign Planning, Unit/Air Operations (AOC) Operations, and Targeting. The CTS eliminates redundancies, updates, and modernizes the previous Intelligence Officer Course, X3OBR14N1 000 in accordance with current Air Force Intelligence doctrine.
4. Qualitative Requirements: Attachment 1 contains the listing of behavioral statements referenced in paragraph 2.
5. Recommendations: Comments and recommendations are invited concerning the quality of training provided at Goodfellow Air Force Base and throughout AETC. For a quick response to any training problems or comments you may have, address your correspondence to 17 TRG/CCME, 156 Marauder Street, Suite A, Goodfellow AFB, Texas 76908-4114. In addition, a 24-hour Customer Service Information Line (DSN 477-3350 or commercial 915-654-3350) is available for your convenience.

THOMAS W. COCHRAN, Colonel, USAF  
Commander

Atch  
Qualitative Requirements/CTS Line Items

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Supersedes CTS X3OBR14N1 000, August 1997  
Prepared by: 315TRS/XPP  
Approved by and Date: 17TRG/CC, 09 January 2002

CTS Line Items

**1. ANALYSIS AND AEROSPACE INTELLIGENCE PREPARATION OF THE BATTLESPACE (IPB)  
(also lays foundation for Unit/AOC ops and Targeting)\***

a. Basic Analysis Knowledge and Skills

- 1) State the basic facts, relationships, and general principles of all source fusion, correlation and integration.
- 2) Define the fundamentals of aerospace intelligence preparation of the battlespace (AIPB).
- 3) State the primary concerns of Unified Commands and Air Force MAJCOMs within their area of responsibility (AOR) to include historical perspective, military and political situation, geography, and economic environment with emphasis on predictive analysis and future trends.
- 4) Describe the basic facts, terms, and general principles associated with information operations.
- 5) Identify basic facts, terms, general principles, and products related to Indications and Warning.
- 6) Describe and prepare various intelligence reports/messages, and present written analytical assessments.
- 7) Prepare and present intelligence briefings, applying basic briefing techniques (to include at a minimum, a current intelligence briefing, regional briefing, country study, and battle staff situation briefing).
- 8) Use all source intelligence products and open source information both individually and collectively as analytical tools.
- 9) Use automated tools and intelligence systems to retrieve information.

b. Geospatial Information and Services (GI&S) Knowledge and Skills

- 1) Describe the relationship of GI&S support to operations (e.g., NIMA, etc.).
- 2) Describe the types and sources of GI&S products and applications available.
- 3) Describe the process of establishing requirements and ordering GI&S products.
- 4) Describe the uses of marginal data.
- 5) Describe the effects of datums.
- 6) State coordinate sources and corresponding geositional accuracy.
- 7) Describe CHUM and its significance.
- 8) Research and select appropriate GI&S products for selected air and space application.
- 9) Plot, write, and convert coordinate systems.
- 10) Compute and plot course, distance, and direction.
- 11) Convert and locate time zones.

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\* For additional training standards that address this core competency, see also section 5. CROSSCUTTING INTELLIGENCE SKILLS AND KNOWLEDGE.

c. Military Forces Knowledge and AIPB Application - Aerospace Forces

1) Aircraft and Air Forces

- a) State the basic facts and general principles of aerodynamics and air forces' employment, tactics, organization, and doctrine.
- b) State basic facts and general principles of key red, blue, and gray fixed wing and rotary wing aircraft, associated armament, and select weapons subsystems (e.g., radars, applicable sensors, etc.) to include capabilities, performance, and employment.
- c) Determine significance of air-related activity and develop analytical conclusions using AIPB.

2) Air Defense Systems and Forces

- a) State the basic facts and general principles of integrated and non-integrated air defense forces' employment, tactics, organization, and doctrine.
- b) State basic facts and general principles of key red, blue, and gray air defense systems to include capabilities, performance, and employment (e.g., min/max range, altitudes, number of engagements per radar, associated Target Engagement Radar, etc.).
- c) Determine significance of air defense-related activity and develop analytical conclusions using AIPB.
- d) Describe the basic facts and principles of electronic combat.
- e) Describe the capabilities, employment and tactics of key red, blue, and gray electronic warfare support forces to include passive detection (e.g., night vision sensors, visual observers, automated systems, etc.).
- f) State the basic facts and general principles concerning Command, Control, and Communication (C3) systems and networks.
- g) Determine significance of selected C3 related activities and develop analytical conclusions using AIPB.

3) Space Systems and Forces

- a) State the basic facts and general principles of blue/red/gray space forces' employment and doctrine.
- b) Describe roles and capabilities of selected red, blue, and gray space systems to include warning, navigation, weather, communications, and intelligence.
- c) Identify principles about how blue space systems and products (e.g., SATRAN) are integrated into warfighting.
- d) Identify basic fact and terms associated with threats to US space systems (e.g., electromagnetic, directed energy, and other anti-satellite measures).
- e) Describe how foreign space systems may threaten US military operations (e.g., communications, navigation, weather, etc.).

4) Offensive Missile Systems and Forces

- a) State the basic facts and general principles of key red and gray offensive missile systems' employment, tactics, and foreign force capabilities.
- b) Determine significance of offensive missile-related activity and develop analytical conclusions using AIPB.

d. Military Forces Knowledge and AIPB Application – Other



- 1) Ground Equipment and Forces
  - a) State the basic facts and general principles of ground forces' employment, tactics, organization, and doctrine.
  - b) State basic facts and general principles of key classes of red, blue, and gray ground forces weapons systems.
  - c) Determine significance of ground-related activity and develop analytical conclusions using AIPB.
- 2) Naval Equipment and Forces
  - a) State the basic facts and general principles of naval forces' employment, tactics, organization, and doctrine.
  - b) State basic facts and general principles of key classes of red, blue, and gray naval forces weapons systems.
  - c) Determine significance of naval-related activity and develop analytical conclusions using AIPB.
- 3) Unconventional Weapons and Forces (addresses special operations forces and nuclear/biological/chemical capabilities):
  - a) State the basic facts and general principles of key red, blue, and gray unconventional forces organization, employment, tactics, and foreign force capabilities.
  - b) Determine significance of unconventional forces-related activity and develop analytical conclusions using AIPB.

## **2. INTELLIGENCE, SURVEILLANCE, AND RECONNAISSANCE (ISR) CAMPAIGN PLANNING\***

- a. State basic fundamentals, general principles, and applications related to electromagnetic theory.
- b. State basic fundamentals, general principles, and applications related to the infrared spectrum.
- c. State basic fundamentals, general principles, and applications related to radar theory.
- d. Identify essential elements of orbital mechanics.
- e. Describe various intelligence disciplines and corresponding USAF enlisted intelligence specialties, to include Imagery Intelligence (IMINT), Signals Intelligence (SIGINT), Measurement and Signature Intelligence (MASINT), and Human Resources Intelligence (HUMINT).
- f. Describe the structure, responsibilities, and capabilities of organizations within the HUMINT, IMINT, SIGINT, and MASINT communities and their contributions to military operations.
- g. State capabilities and limitations of major categories of HUMINT, IMINT, SIGINT, and MASINT collectors.
- h. Identify various HUMINT, IMINT, SIGINT, and MASINT tasking mechanisms, products, timelines, and their producers and dissemination methods.
- i. Identify how HUMINT, IMINT, SIGINT, and MASINT support development and maintenance of intelligence databases.
- j. Describe the capabilities and limitations of IMINT, SIGINT, and MASINT sensor systems.
- k. State basic facts and general principles concerning HUMINT, IMINT, SIGINT, and MASINT analysis.

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\* For additional training standards that address this core competency, see also section 5. CROSSCUTTING INTELLIGENCE SKILLS AND KNOWLEDGE.

- l. Identify significance of HUMINT, IMINT, SIGINT, and MASINT analytical findings.
- m. Describe how HUMINT, IMINT, SIGINT, and MASINT information interrelates.
- n. State basic facts and general principles about Tasking, Production, Exploitation, and Dissemination (TPED) issues as related to force employment.
- o. Describe the principles of protecting collection sources, methods, and sensitive analytical techniques.
- p. State basic facts and general principles of ISR campaign planning as related to force employment
- q. List the basic ISR mission planning steps and techniques.
- r. Describe fundamental principles of the collection management process to include methodology, requirements, and nomination procedures.
- s. Describe the procedures and tools available for identifying, developing, prioritizing, and submitting collection requirements.
- t. Define the collection and threat tip-off processes and collection management role in supporting them.
- u. Demonstrate proper selection and application of ISR assets in support of aerospace operations balancing risk vs. payoff.

### **3. TARGETING\***

- a. Describe the targeting process.
- b. Identify the essential elements and key players in the time critical targeting process.
- c. Describe the constraints imposed by the Laws of Armed Conflict and selected rules of engagement on the targeting process.
- d. Describe the inputs to target development and analysis process.
- e. Identify components and describe the process involved in a joint/combined target nomination board.
- f. Perform a target analysis of a selected target system.
- g. Construct a target dossier.
- h. Prepare and present a target nomination briefing.
- i. Prepare a nominal JIPTL for inclusion in an ATO.
- j. Identify options for non-lethal targeting.
- k. Identify and describe basic components of a conventional weaponeering problem to include target vulnerability, weapons characteristics, and delivery accuracy.
- l. Describe the basic operating parameters and system capabilities of specified US munitions (e.g., classes of weapons and fuzes and their applications).
- m. Describe the content and use of the primary Air to Surface Joint Munitions Effectiveness Manuals (JMEM) volumes and identify the remaining JMEMs volumes.
- n. Identify benefits and shortfalls of current automated weaponeering programs.
- o. Solve conventional weaponeering problems using automated methods and the JMEMs.

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\* For additional training standards that address this core competency, see also section 5. CROSSCUTTING INTELLIGENCE SKILLS AND KNOWLEDGE.

- p. Break out an ATO.
- q. Describe the Air Tasking Order (ATO) development process.
- r. Describe the combat assessment process.
- s. Identify the requirements and list the procedures for all-source battle damage assessment (BDA).
- t. Identify selected weapon systems and their predicted or desired effects and relate these expectations to the observed or reported damage.
- u. Develop and present a Phase One BDA report.

#### **4. UNIT/AIR OPERATIONS CENTER (AOC) OPERATIONS\***

- a. Identify basic facts and terms about intelligence participation in Force Protection.
- b. State other organizations' contributions to force protection.
- c. Apply AIPB to a unit-level/AOC force protection scenario.
- d. Describe the threats that drive force protection activities (e.g., terrorism, WMD, environmental, conventional, unconventional, criminal, civil unrest, laser, microwave, etc.).
- e. Identify the requirements and procedures for tailored intelligence for combat operations, CSAR, and OOTW.
- f. Describe the major components and execution of external/aircrew intelligence training and intelligence personnel training.
- g. Perform visual recognition of key red, blue, and gray aircraft (fixed wing and rotary wing).
- h. Visually distinguish key air defense systems (i.e., radars, missile launchers, etc.).
- i. Describe the principles of evasion, resistance, escape, and recovery.
- j. Conduct external/aircrew intelligence training in threat recognition, Evasion and Recovery (E&R), collecting and reporting, and force protection.
- k. Prepare Isolated Personnel Reports (ISOPREPs).
- l. Prepare an evasion plan of action (EPA).
- m. Prepare and present a current intelligence briefing (CIB).
- n. Prepare and present a threat of the day (TOD) briefing.
- o. Describe the process for requesting intelligence information.
- p. Describe the organization and operation of the theater air control system (TACS).
- q. Describe the organization and operation and intelligence's primary roles in an AOC (inc. DCGS, primary divisions, and teams)
- r. Prepare and present a pre-deployment briefing.
- s. Describe the mission planning cycle.
- t. Construct a combat mission folder (CMF).
- u. Perform a penetration analysis.

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\* For additional training standards that address this core competency, see also section 5. CROSSCUTTING INTELLIGENCE SKILLS AND KNOWLEDGE.

- v. Prepare and present a pre-mission briefing.
- w. Conduct a mission debriefing (to include review of weapon system video, if applicable).
- x. Prepare various intelligence reports, to include Mission Report (MISREP), Intelligence Report (INTREP), and Daily Intelligence Summary (DISUM).
- y. Participate in a simulated theater combat/contingency operation
- z. Perform specific and integrated collection, exploitation, analysis, production, and dissemination functions.

## **5. CROSSCUTTING INTELLIGENCE SKILLS AND KNOWLEDGE**

- a. Observe and apply security principles (to include security markings, OPSEC, COMSEC, and INFOSEC).
- b. Identify basic facts and terms related to intelligence oversight principles in intelligence activities.
- c. Describe the facts, terms, and general principles concerning SCI material, security education, and facilities.
- d. Define basic elements and responsibilities of the United States intelligence community.
- e. Define the components and interrelationships of the intelligence cycle.
- f. Research selected intelligence reference materials and open sources and extract required information.
- g. State the types and uses of various automated intelligence databases and applications.
- h. Identify and differentiate relative capacities and uses of various communication systems and architectures (e.g., JWICS, SIPRNET, etc.).
- i. State basic facts and principles about the relationship intelligence has to the Air Force's Core Competencies.
- j. State facts and general principles about intelligence participation in Air Force operations (e.g., lessons learned from historical and current operations).
- k. State the intelligence collection and production methods in support of intelligence preparation of the battlespace and the targeting cycle.
- l. Explain the relationship between IPB/PBA, targeting, ISR campaign planning, unit/AOC operations and the ATO cycle.
- m. State the purpose of an OPLAN/CONPLAN.
- n. Describe the elements of all applicable annexes to an OPLAN/CONPLAN to include GI&S, Intelligence, Information Operations, etc.
- o. State requirements and define terms used for intelligence participation in joint, allied, coalition, and OOTW operations (to include primary structures and participants).
- p. State facts and general principles about intelligence participation in the Force Modernization process.